

COMMITTEE REPORT

MADAM PRESIDENT:

The Senate Committee on Pensions and Labor, to which was referred Senate Bill No. 129, has had the same under consideration and begs leave to report the same back to the Senate with the recommendation that said bill be AMENDED as follows:

- 1 Delete the title and insert the following:
- 2 A BILL FOR AN ACT to amend the Indiana Code concerning local
- 3 government.
- 4 Delete everything after the enacting clause and insert the following:
- 5 SECTION 1. IC 36-8-22 IS ADDED TO THE INDIANA CODE AS
- 6 A NEW CHAPTER TO READ AS FOLLOWS [EFFECTIVE JULY
- 7 1, 2007]:
- 8 **Chapter 22. Meet and Confer for Public Safety Employees**
- 9 **Sec. 1. As used in this chapter, "employee" means a full-time**
- 10 **employee of a police or fire department. However, the term does**
- 11 **not include an employee in an upper level policymaking position.**
- 12 **Sec. 2. As used in this chapter, "employee organization" means**
- 13 **an organization:**
- 14 **(1) that includes employees as members; and**
- 15 **(2) whose primary purpose is to represent the members of the**
- 16 **organization on issues concerning grievances, wages, rate of**
- 17 **pay, hours of employment, or conditions of employment.**
- 18 **Sec. 3. As used in this chapter, "employer" means a unit.**
- 19 **Sec. 4. As used in this chapter, "recognized representative"**
- 20 **means an employee organization elected under section 7 of this**

1 chapter.

2 Sec. 5. (a) Except as provided in section 13 of this chapter, this
3 chapter does not apply to an employer with a population of less
4 than nine thousand (9,000).

5 (b) This chapter does not apply to an employer that has adopted
6 by:

- 7 (1) ordinance;
- 8 (2) resolution;
- 9 (3) charter;
- 10 (4) amendment; or
- 11 (5) executive order;

12 provisions and procedures that permit an employee to form, join,
13 or assist an employee organization to bargain collectively.

14 (c) For:

- 15 (1) a collective bargaining agreement; or
 - 16 (2) a memorandum of understanding;
- 17 entered into between an employer and a recognized representative
18 before September 1, 2007, this chapter may not be construed to
19 annul, modify, or limit the agreement or memorandum during the
20 term of the agreement or memorandum.

21 Sec. 6. (a) All employees have the right to:

- 22 (1) meet and freely assemble to discuss their interests as
- 23 employees;
- 24 (2) form an employee organization on the employees' own
- 25 time; and
- 26 (3) join and assist an employee organization.

27 (b) The rights guaranteed under subsection (a) include the right
28 to:

- 29 (1) solicit membership;
- 30 (2) join an employee organization to present the view of the
- 31 employee; and
- 32 (3) have dues deducted from employee wages and submitted
- 33 to the recognized representative.

34 (c) An employee may not be required to:

- 35 (1) become a member of; or
- 36 (2) pay dues to;

37 an employee organization.

38 Sec. 7. (a) An employee organization is the recognized
39 representative of the employees of an employer if:

- 40 (1) before September 1, 2007, the employee organization was
- 41 recognized by the employer as the sole representative of the
- 42 employer's employees; or

(2) after August 31, 2007, the employee organization is elected to be the sole recognized representative under subsection (c).

(b) After August 31, 2007, an employer shall conduct an election to determine a recognized representative if thirty percent (30%) of the employees of the employer sign a petition requesting such an election. The election shall be conducted at least thirty (30) but not more than sixty (60) days after the employer receives the petition.

(c) An employee organization becomes the sole recognized representative of the employees of the employer if it receives more than fifty percent (50%) of the votes cast in an election conducted under subsection (b).

(d) An election under subsection (b) to determine a sole recognized representative may not be conducted more often than once every two (2) years.

Sec. 8. This chapter is not intended to circumscribe or modify the existing right of an employer to:

- (1) direct the work of the employer's employees;
- (2) hire, promote, demote, transfer, assign, and retain employees in positions;
- (3) suspend, discharge, or otherwise discipline employees for just cause;
- (4) maintain the efficiency of governmental operations;
- (5) relieve employees from duties because of lack of work or for other legitimate reasons; or
- (6) take actions that may be necessary to carry out the mission of the employer in emergencies.

Sec. 9. Employers may not do the following:

- (1) Interfere with, restrain, or coerce employees in the exercise of the rights guaranteed under this chapter.
- (2) Dominate, interfere with, or assist in the formation or administration of an employee organization, or contribute financial or other support to an employee organization. However, an employer may permit employees to meet and confer and represent employee interests during working hours without loss of time or pay.
- (3) Discriminate in regard to hiring or conditions of employment to encourage or discourage membership in an employee organization.
- (4) Discharge or otherwise discriminate against an employee because the employee has filed a complaint, an affidavit, or a petition or has given information or testified under this chapter.

(5) Refuse to meet and confer in good faith with a recognized representative.

Sec. 10. (a) An employee organization or the recognized representative of the employees of an employer that elects to meet and confer with an employer must notify the employer in writing that the employee organization or recognized representative intends to exercise its rights under this chapter.

(b) Except as provided by section 11 of this chapter, an employer who has received a written notice under subsection (a) shall meet and confer in good faith at reasonable times, including meeting in advance of the budget making process, to discuss issues and proposals regarding wages, hours of employment, and other conditions and terms of employment with the:

- (1) employee organization; or**
- (2) recognized representative.**

Sec. 11. (a) An employer is not required to meet and confer with an employee organization under this chapter unless the employee organization has notified the employer in writing that the employee organization elects to exercise its rights under this chapter.

(b) Notwithstanding subsection (a), an employer may elect to meet and confer and enter into an agreement under section 10 of this chapter even if the employer did not receive a written notice from an employee organization.

(c) Notwithstanding any provision of this chapter, an employer may elect to terminate its duty to meet and confer with an employee organization under this chapter if:

- (1) after meeting and conferring with the employee organization under section 10 of this chapter, the employer and the employee organization are unable to reach a written agreement under this chapter; and**
- (2) at least fifty percent (50%) of the members of the legislative body of the employer vote to terminate the employer's duty to meet and confer with the employee organization under this chapter and written notice of the action of the legislative body is given to the employee organization.**

(d) An employee organization that receives a termination notice from an employer under subsection (c)(2) must wait at least one (1) year after the date the employee organization receives the notice to notify the employer of the employee organization's election under subsection (a) to exercise its rights under this chapter.

Sec. 12. (a) As used in this section, "deficit financing" means

1 making expenditures that exceed the money legally available to an
2 employer in any budget year.

3 (b) An employer may not enter into an agreement under section
4 10 of this chapter that will place the employer in a position of
5 deficit financing. An agreement is voidable to the extent that an
6 employer must engage in deficit financing to comply with the
7 agreement.

8 Sec. 13. (a) This section applies to employees of an employer
9 regardless of population.

10 (b) An employee, an employee organization, or a recognized
11 representative may not participate in a strike against an employer.

12 (c) An employee engaging in a strike is subject to discharge by
13 the employer as provided in IC 36-8-3-4.

14 (d) A recognized representative that engages in or sanctions a
15 strike loses the right to represent the employees for at least ten (10)
16 years after the date of the action.

17 (e) An employer may not pay an employee for days the
18 employee is engaged in a strike.

19 Sec. 14. The term of any written agreement entered into under
20 section 10 of this chapter may not exceed forty-eight (48) months.

21 SECTION 2. [EFFECTIVE JULY 1, 2007] (a) This act does not:

22 (1) apply to or abrogate a collective bargaining agreement or
23 memorandum of understanding; or

24 (2) preclude arbitration on a provision in a collective
25 bargaining agreement or memorandum of understanding;

26 in effect on August 31, 2007.

27 (b) This SECTION expires July 1, 2008.

(Reference is to SB 129 as introduced.)

and when so amended that said bill do pass .

Committee Vote: Yeas 7, Nays 0.

Senator Kruse, Chairperson